



VESYANDIO DAFFA FAHREZA

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SUMMARY

Fresh graduate in Psychology with a strong passion for Human Resources and hands-on experience as a Human Capital Business Partner (HCBP) within retail and factory operations. Experienced in workforce planning, organizational structure development, role and responsibility design, HR operations, and policy implementation. Demonstrated ability to manage recurring workforce administration, support business leaders, and translate operational needs into structured and compliant HR solutions. Possesses a solid analytical foundation with exposure to manpower planning (MPP), people data analysis, and cross-functional collaboration.

EDUCATION

Sanata Dharma University | Psychology **2021 - 2025**

- GPA: 3.63 / 4.00
- Achievement: Mentor for 12 psychology freshmen, sharing about interpersonal communication skills, especially assertive communication for better communication skills in organizational and college life.

INTERNSHIP EXPERIENCE

Erajaya Swasembada

Human Capital Business Partner Intern

October 2025 - Present

- Developed Role & Responsibility (R&R) frameworks for 30+ job titles across store, factory, and office functions, improving role clarity and accountability.
- Managed an average of 10+ workforce-related documents per week, including labor letters, internal memos, business travel documentation, and employment administration with consistent on-time completion.
- Designed and implemented overtime incentive and change-off systems for XPENG factory employees (15+ employees) in alignment with labor regulations and working-hour policies.
- Built organizational structures and manpower planning (MPP) for XPENG operations across 8 stores, supporting effective workforce allocation and operational efficiency.
- Supported annual kick-off initiatives through proposal preparation and visual design aligned with internal communication objectives.

Midas Development & Management

Human Resource Intern

June 2025 - August 2025

- Screened 600+ resumes/month for 5 F&B brands, reducing time-to-hire by 25% through streamlined behavioral interviews and psychometric testing.
- Assisted in processing payroll for 300+ employees across 5 brands with 100% accuracy, resolving discrepancies 50% faster via Excel automation
- Maintained 300+ employee records (contracts, insurance, performance reviews) with 99% accuracy in Excel, ensuring flawless administration processing and compliance.
- Co-developed 'Service Excellence' training for 50+ staff, achieving 90% completion and 20% higher post-training performance scores.

Midas Development & Management

Talent Acquisition Intern

March 2025 - June 2025

- Managed end-to-end recruitment for 100+ service crew, kitchen staff, and office roles across 5 brands, ensuring timely hiring to meet operational demands.
- Sourced high-potential candidates via JobStreet, LinkedIn, Glints, job fairs, Instagram recruitment campaigns, and employee referrals, improving candidate quality and diversity.
- Streamlined screening & selection by conducting behavioral interviews, and psychological test (BAUM, TIU 5, DISC, and MSDT)

SKILLS & LANGUAGES

Skills: Human Capital Business Partnering, Manpower Planning (MPP), Organizational Structure, Role & Responsibility (R&R) Development, HR Policy Implementation, HR Operations Management, Recruitment, Payroll Administration, Employee Training.
Tools: Microsoft Office (Docs/Microsoft Word, Google Sheets/Microsoft Excel, Microsoft PowerPoint), Canva, SPSS, and JASP.
Languages: English, Indonesian (Native)